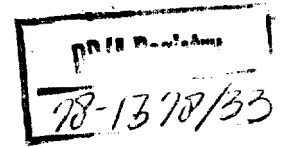


1 NOV 1978



*Personnel-12*

MEMORANDUM FOR: Acting Deputy Director for Administration  
Deputy Director for National Foreign Assessment  
Deputy Director for Operations  
Deputy Director for Science and Technology  
Chairman, Executive Career Service Board

FROM : F. W. M. Janney  
Director of Personnel

SUBJECT : Uniform Promotion System

1. During the review of the policies and procedures applicable to the Uniform Promotion System, the practice in several Career Services of granting automatic promotions with the achievement of a particular stated goal or the completion of certain training was also reviewed. There are four programs now operating in the Agency with promotion benefits which would normally require panel evaluation and competitive selection.

2. These programs recognize specific qualifications and career development action over and above the normal progression of employees, and where selection is a factor in the process, utilize panels or boards for review and recommendation. The programs now in effect are approved as an exception to the policy for panel comparative evaluations for promotion ranking.

3. Any additional programs of this nature developed by components in the future require the approval of the Director of Personnel before implementation.

4. The identification of each approved program is attached to the copy of this memorandum for the concerned Career Service.

  
F. W. M. Janney

STATINTL

Attachment

DDA

PROMOTION PROGRAMS

Office of Communications

Promotion to GS-07 when individual successfully completes Telecom Specialist Training.

Office of Security

Promotion to GS-07 with selection by the Office of Security Professional Applicants Review Committee under same criteria for external applicants. Acceptance for professional status and assignment to the training program for Security Officers confers the grade. College degree in any discipline is prerequisite for consideration.

## ROUTING AND RECORD SHEET

SUBJECT: (Optional)

FROM: F. W. M. Janney  
Director of Personnel  
5E 58 Hqs.

EXTENSION

NO.

DATE

1 NOV 1978

TO: (Officer designation, room number, and building)

DATE

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

RECEIVED

FORWARDED

1. Executive Officer to the  
DDA

11/1/78

3

2. [REDACTED]

3. Acting Deputy Director for  
Administration

11/1/78

12

4. [REDACTED]

5.

CMO

11/2

12

6.

Tm

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STATINTL

10.

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3-4-PM

OC & OS advised by  
copies of the attached.